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Permanent organization for the study and control...

Place:
[New York]

Date:
1930

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Givens, Meredith B
Permanent organization for the study and control of unemployment ⟨by⟩ Meredith B. Givens. ⟨New York⟩ 1930.
31 l.

At head of title: Memorandum.
"Projects and organizations concerned with the investigation or control of unemployment": l. 14-31.

RESTRICTIONS ON USE:

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PERMANENT ORGANIZATION FOR THE STUDY AND CONTROL OF UNEMPLOYMENT

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PERMANENT ORGANIZATION FOR THE STUDY AND CONTROL OF UNEMPLOYMENT

Meredith B. Givens
Special Research Secretary
Social Science Research Council

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28th August 1930

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PERMANENT ORGANIZATION FOR STUDY AND CONTROL OF UNEMPLOYMENT

Memorandum by Meredith B.Givens, Special Research Secretary,
Social Science Research Council

INTRODUCTION

After briefly describing present organization and plans for the study and control of employment and the prevention of unemployment in the United States, this memorandum advances certain definite proposals for the development of more permanent and adequate organization to deal with these problems. Emphasis is given entirely to immediate needs for better organization of effort and no attempt is made to analyze unemployment itself.

Employment and unemployment have been the subject of much study and discussion in the United States during the past fifteen or twenty years. Problems of placement and regularization have been subjected to elaborate theoretical analysis. Considerable progress toward accurate measurement of employment fluctuations has been made and the conviction is growing that measurement of unemployment is also essential. It is becoming more generally recognized that unemployment is a manifestation of economic instability and that its problems represent a phase of the general problem of dealing with persistent and recurring business changes. Research and analysis have been supplemented by popular education and well-calculated propaganda for the prevention of unemployment and the stabilization of industry. To a limited extent also industry has been willing to experiment with the techniques of regularizing production and employment.

More pointedly planned research is and will continue to be a primary need in this field. Better measurement and more penetrating analysis are required, for example, in the advancement of our imperfect knowledge concerning the business cycle. It seems evident however that research achievement has run ahead of social experiment and action in dealing with these problems. The labor market as now organized has been painstakingly described and analyzed in terms of accessible existing data. Far reaching plans looking toward regularization of industry and national organization of placement, measures for mitigating the violence of price fluctuations and proposals for unemployment insurance have been carefully developed in the light of existing knowledge. Nevertheless there is a persistent lag between research achievement on the one hand and the exploration for techniques in making the results of research socially effective on the other. The nexus between social inquiry and social control is imperfectly organized.

Aside from the improved placement policies of individual industrial concerns relatively slight progress has been made in the coordinated organization of the labor market. Yet it is true that recurring depressions have found the industrial community increasingly aware of an unemployment problem. War-time industrial organization has left as a legacy a better understanding of the possibilities of coordinated effort. The President's Unemployment Conference of 1921, the activities of its sub-committees and the constructive program of the Department of Commerce have contributed much to the change in point of view which characterizes our attitude toward the present depression. While the present widespread concern about unemployment persists the time is ripe for more permanent and definite organization of thought and activity for the more effective control of employment and an understanding of the problems involved.

The work which needs to be done may be considered under three main categories: fact-finding and research, education and propaganda, and organization for action. Next steps can be properly planned only against the background of a comprehension of the present work and capabilities of existing agencies concerned in the field. The following paragraphs will outline the present situation, describing in general terms the work and potentialities of organizations now active.

PART I

PRESENT ORGANIZATION FOR THE STUDY AND PREVENTION OF UNEMPLOYMENT

Present Situation in Research in Employment and Unemployment

From the research point of view there are five primary sets of overlapping problems in employment and unemployment calling for attention: the problems of measurement, of placement, of industrial regularization, of the business cycle, and of protection.

Unemployment measurement, essentially a government task, involves the development of employment indexes, the taking of censuses and attempts at estimating unemployment by various indirect methods. Adequate direct measurement of unemployment is probably impossible in a country where there is no national registration of the unemployed. National censuses are too infrequent and local censuses too incomplete for this task. Better measurement must be developed however as an instrument to guide us to ends requiring action - as a tool rather than as an end in itself.

Research in placement is chiefly concerned with the behavior of workers in the labor market, the employment policies and practices of individual concerns and the operations of the decentralized public and private employment agencies which prevail in the United States. The case for a coordinated federal employment exchange system has been demonstrated in considerable detail and further elaboration may be expected as American students examine European experience.

Further experiment and investigation are needed to determine whether stabilization of production and employment in particular industries and plants gets at the roots of unemployment at large. Industrial regularization has never been an object of adequately penetrating research, although a number of excellent critical surveys of methods of stabilization have been made and are now in progress.

Back of all these questions are the underlying problems of price stabilization, monetary and credit control and economic balance, to which a greater amount of scientific attention is now being given than ever before. Questions of federal reserve policy are forcing these complex issues into the arena of public discussion.

Finally there remains the problem of protection against those forms of unemployment which are unavoidable. Even if the labor market were perfectly organized with seasonal fluctuations eliminated and the business cycle substantially under control, certain causes of unemployment would continue to

operate in the form of temporary or permanent dislocations due to the changing consumption habits of the people, the decline of old industries and the growth of new ones, and the shifts in industrial efficiency which reduce the number of workers required in individual industries and plants. To mitigate the social effects of such residual unemployment there is required some form of planned protection of the worker from unemployment which neither the individual nor society can prevent. In the United States this need is chiefly met at present through organized charity, but public concern over the inadequacy of this means is apparently growing. It is variously argued that industry should set aside reserves against slack times maintaining employment or spreading out compensation to its workers in terms of an annual wage, or that the worker and the state should share the cost of protection as in some European countries. Further research in these problems is needed although there is little experience with unemployment insurance to examine in America, aside from the voluntary schemes in the men's clothing industry and in a few outstanding individual concerns.

For research the urgent need is not new organization but rather the energizing and more adequate use of present organization in the study of unemployment and related questions. The character of the various research agencies at work and the nature of the problems which they are attacking will be discussed briefly below.

Government Statistics

Continuous accumulation, analysis and presentation of basic statistical data regarding employment and unemployment must depend upon a thorough program of governmental labor statistics and adequate record-keeping by industry. However valuable private investigations and local studies may prove in opening up new fields for study or in the improvement of method, private statistical bureaus at best can hope only to supplement governmental inquiry in the gathering of basic information.

Private effort can usefully participate however in the critical and constructive task of developing adequate standards for official statistical work in the light of the needs of the community. Independent criticism and suggestion is essential as a check against the force of custom and precedent in the work of government bureaus. In the field of employment statistics this important but delicate task has been essayed with vigor and effectiveness since 1923 by the Committee on Governmental Labor Statistics of the American Statistical Association. This Committee has rendered excellent service in the promotion of sound statistical practice in the measurement of employment. Its campaign for standard procedures on the part of state and federal bureaus has been aided by several publications of scientific merit issued under its sponsorship. The Committee has contributed toward better personnel and adeptness among governmental statisticians through the stimulation of open discussion among its own representative membership.

Fact-Finding by Industry

Back of governmental fact-finding lies the internal statistical and accounting practice of industry itself. The gathering and analysis of statistics in the study of business stability has gained great impetus from the growth of the trade association movement during the past decade. A standard program for labor statistics is needed for industry as well as for government bureaus.

Existing organizations are at hand to be utilized in a campaign for better fact-finding and research on the part of industry. Among them may be mentioned such organizations as the United States Department of Commerce, American Management Association, the Taylor Society, and various trade associations.

The Social Science Research Council through special committees and conferences is equipped to cooperate with the Committee on Governmental Labor Statistics and other groups in the development of standards, the criticism of objectives and the coordination of research activities.

Local Community Research

Local university research groups, civic bodies, social agencies and specially constituted committees are at present active in planning or conducting investigations of employment and unemployment on a local or regional basis. A growing number of communities are developing local unemployment censuses and employment indexes. Such efforts are useful in developing new techniques for investigation and in supplementing the more elaborate but less flexible programs of official bodies.

Leading Research Agencies

Various organizations are available as research instruments in attacking the problems of employment and unemployment. Among such institutions are the National Bureau of Economic Research (with which the President's Committee on Recent Economic Changes continues to cooperate closely), the Brookings Institution, and Industrial Relations Counselors, Inc., all of which have done important research in this field. The Taylor Society could usefully conduct special studies of regularization problems from the management point of view. University bureaus of business research and other academic research groups are concerned with problems of stabilization and unemployment. Tentative plans have been developed by the Committee on Business Research of the Social Science Research Council looking toward the establishment of a series of continuing industrial studies to be undertaken by business school groups. Such parallel industrial researches might be useful channels through which to develop a series of studies of regularization problems in selected industries.

New organizations equipped to do research are being proposed, some local and some general in scope. Plans for a permanent study of unemployment at Swarthmore College stress a program of applied research in an attempt to "find ways to reduce the volume of unemployment, to encourage the readjustment of employed workers, and to devise better methods of providing for those who will continue to be unemployed". A director and three staff men are proposed, one to work on stabilization plans, one to work on employment offices, and one to work on the problems of protection. The staff are expected to be useful as field men and liaison officers, available to lead themselves to situations in which they are needed. The facilities of the college are to be available for conferences.

During recent years research projects originated by the Administration have frequently been set up under private auspices and financed by private funds. Notable among such studies have been the reconnaissance surveys and special investigations growing out of the President's Unemployment Conference and the Committee on Recent Economic Changes. The latter

committee, reconstituted since the publication of the elaborate report last year, is projecting further studies of the techniques of economic balance through the National Bureau of Economic Research. Further studies under semi-official auspices are proposed to supplement the findings of the census of unemployment and various special studies being made by the Bureau of Labor Statistics, by the Women's Bureau of the Department of Labor, and by other agencies.

New Funds and Energy Needed for Research

It seems fairly clear that existing agencies when properly financed are adequate for research in employment and unemployment. Large additional public funds and new personnel are needed for the further development of federal and state employment statistics. Only a few of the states have developed a labor statistics program and these need extension and improvement.

Needed funds can be used strategically in initiating essential researches in employment problems under private auspices. Project funds specifically for unemployment research will be useful in the hands of the Committee on Problems of Unemployment of the Social Science Research Council, one of whose functions is to initiate needed research. What is required in research is new vision, renewed energy and new funds, not new organization.

Existing Agencies for Education and Propaganda

Education and agitation are urgent present needs in the campaign for the control of unemployment. To encourage experiment with regularization, with coordinated placement or with insurance against unemployment, there must be constant pressure and propaganda for the development and support of active programs. Although many scores of organizations have been formed and hundreds of meetings held in the discussion of unemployment as a local or national problem, scattered committees on unemployment generally go to pieces as depression yields to better times. Likewise, agitation through national organization and the press has ceased when employment conditions have improved. An unemployment emergency usually leads to confusion between the need for relief and the basic problems of prevention and control. This year President Hoover has made amazing use of existing and improvised commercial organization by working through the Chamber of Commerce of the United States and a specially constituted National Business Survey Conference in organizing emergency attempts to avert depression and to maintain employment and payrolls.

For many years the American Association for Labor Legislation has conducted a campaign of education and propaganda for legislation in this field. For example it has consistently urged the state regulation of fee-charging employment agencies. Related indirectly to unemployment is the work of the Stable Money Association which stimulates investigation and discussion of price stabilization as an essential step toward industrial stabilization. Within the government the Department of Commerce has encouraged the programs of trade associations which have been carrying forward campaigns for regularization and the accumulation of better data for its study. The American Management Association and the Taylor Society stimulate discussion and inquiry into these issues on the part of progressive management. Public understanding has been most actively furthered however by spontaneous journalizing and pamphleteering through the liberal and scientific journals and irregularly through the general press.

Present Organization for Action

Organized promotion of plans for action and social experiment toward the control of unemployment are fields which have been relatively neglected as far as sustained activity is concerned. During the present depression however a large number of local and regional organizations have been formed to study and attempt to relieve unemployment. Among civic groups the Philadelphia and Cincinnati plans are notable. No fewer than twenty cities have actually set up some kind of local or regional program and many more communities have shown interest. Of course many of these local programs are still in the paper stage of planning.

Official state attention is being directed to unemployment. In New York State Governor Roosevelt's committee is investigating and canvassing plans for industrial stabilization and prevention of unemployment. This committee is to "assist the employers of this State in a gradual progress toward stabilization based on authentic American business experience and arising out of and adapted to their own local industrial problems". This committee has made successful use of conferences in the representative industrial districts of the State. Following an unemployment conference under state auspices Governor Kohler of Wisconsin has appointed a Citizens' Committee on Unemployment to represent employers, labor and the public as well as official and academic groups in the development of a comprehensive program. The Governor of Ohio has appointed a special assistant to direct a statewide campaign to mitigate unemployment. In other states similar moves have been made and state executives have shown appreciation of the problem. Likewise the Executive Committee of the Conference of Governors and scattered state officials have publicly indicated interest in a fundamental program for study and control. The Committee on Governmental Labor Statistics has vigorously urged its program before the Conference of Governors.

Three important bills were introduced in Congress during the last session by Senator Robert F. Wagner of New York. The two bills providing for improved unemployment statistics and for federal planning of public works have now become law after considerable modification in committee. The third bill proposing a national system of employment exchanges is pending in the House. Although these bills were carefully framed with expert advice they have been without well-organized national support or Administration sanction. The support which these bills have found in the face of well-marshalled opposition is significant of popular concern about unemployment control while depression continues. It remains to be seen whether sustained interest can be organized to weather the period of recovery and renewed prosperity. Meanwhile there is active agitation for unemployment insurance, and proposals for state insurance are now being framed for introduction in four or five state legislatures.

New Organization for Education and Action Required

There is definite need for better organized activity to carry forward the work of education, propaganda, experiment and planning for action. Two primary needs present themselves, both of urgent and timely importance. One is the need for new organization of business men and industrialists to develop techniques for and interest in better control of employment and to promote experiment and action for the purpose of regularization. The

other is the immediate need for a plan for tying together the isolated community and regional programs which are badly in need of coordination and guidance.

Research of course must go hand in hand with intelligent action if experiment and attempts at control are not to be planless. Yet it is highly desirable to keep these functions to a large extent distinct. An association built around a program for action should not be charged with the responsibility for planning or administering basic research as well. Nor should a research organization get into the rough-and-tumble of promotion and propaganda. An organization with a program for action will find competent research agencies ready at hand in the development of basic facts and special studies in fields in which new light is needed. The impact upon research is likely to be greater if promotional organizations adhere to their main task, utilizing existing research agencies as far as possible before devoting their own energy to carrying on or directing research.

PART II

NEXT STEPS

Two Types of Organization Needed

In considering the nature of the unemployment problem and the scope of existing organization for its study and control, two urgent opportunities for more permanent and continuing activity are apparent. On the research side there is immediate need for vigorous central planning and coordination which will direct scattered energy into useful channels and relate isolated studies to an integrated program. The Social Science Research Council is undertaking to meet this need through the work of a small compact Committee on Problems of Unemployment with staff assistance working through a series of small conferences and technical subcommittees. An annual general conference is needed to represent permanent community and regional activities and organizations. While plans for new organization should not be developed without due regard for the possibilities of using and vitalizing present organizations, nevertheless there is no obligation to respect the vested interests of groups or organizations which are not meeting the issues. On the side of action, it is time that industry itself should organize more effectively on a national scale to represent management's direct interest in the regularization of production and employment and the maintenance of prosperity.

Organized Initiative of Management Required in the Study and Stimulation of Regularization

Various proposals have been advanced for the more active development of a program for experiment and analysis of experience with regularization techniques within industry. At one extreme these suggestions have pictured an informal committee of industrialists operating exclusively through existing organizations; at the other extreme a more or less elaborately constituted institute or council with hired staff has been advocated. In recent informal meetings at which these matters have been discussed the

consensus of opinion has been that steps in the near future should be taken to bring together "a considerable group of leading business men who by their work have given evidence of a genuine and sustained interest in the regularization and stabilization of industry". Such a group should be asked "to assume responsibility for organizing in whatever way seems best for the sustained stimulation of an active educational effort through industrial organizations of the advantages and methods of regularization, with the ultimate purpose of creating a national movement within industry for employment regularization comparable to the safety movement developed by the National Safety Council". It has been felt that the financing of this activity should be an obligation upon industry itself.

National Employment Council Proposed

As mentioned above, it has been tentatively proposed that a "national employment council" should be formally organized, to be composed of business leaders who should undertake to foster and promote industrial interest in regularization through continuous discussion and exchange of information. The basis for the organization of a new permanent employers' group is the assumption that the elimination of irregular employment is a legitimate and direct responsibility of industry and that improved management is the key to the regularization of employment and production. Manufacturers, merchants, and bankers share with the workers in feeling the adverse economic effects of unemployment. For the manufacturer unemployment is synonymous with idle plant, excessive overhead costs and decreased business. Many business men no longer regard unemployment as a necessary evil which cannot be conquered. Organized industry should attack a malady which persists at such great cost to itself and to society.

Entirely for purposes of discussion it may be worth while to outline some of the possible functions and limitations of a national employment council. Such a group should pool industry's scattered experience with stabilization techniques and with voluntary unemployment insurance schemes. It may be expected to come to grips slowly with the basic issues. A primary task will be the education of its own constituency. Its membership, small at the outset, must be thoroughly committed to a long-term program rather than to the achievement of immediate results if the organization is not to fall of its own weight. The sponsoring group must regard management's function as a task of analysis and planning rather than gambling and guesswork. Regularization requires resistance to booms as well as to depressions. This means scientific advance planning of physical expansion of plant and equipment and careful control of raw materials and employment and the squeezing out of inefficiences in management.

Since the problem of stabilization is essentially a problem of marketing great emphasis must be laid upon market analysis and control. In this connection the need for cooperation within and between industries is obvious. Trade associations may serve as extension arms in making this phase of the program effective. Accurately determined market demand must be matched by carefully budgeted production. The council should maintain organic connection with engineering bodies whose assistance in the solution of problems of production detail and standardization will be valuable. The scope of its work should include the entire range of managerial problems of production, employment and market control in their relations to regularity. The many questions relating to proper placement, job specifications, the costs of labor turnover and industrial insurance will call for attention.

The study of the industrial utility of various classes of "marginal" workers (whether colored, Mexican, "over forty-five" or otherwise especially "handicapped") will be important for consideration.

With firm and individual membership and a board of directors chosen at large, the council form of organization is preferable to that of an institute with a permanent board of directors since flexibility in representation is essential. As soon as organized such a group must at once turn to technical advisers in the elaboration of a program and in the development of a staff. A major part of the council's work may be organized through special industry sections which will deal with the regularization problems of specific and closely related industries. The council should operate through local and divisional sections somewhat after the pattern set by the National Safety Council, charging itself with the continual supervision of and close cooperation with its subsidiary groups. A service division might usefully carry on applied research but the council should be free in initiating special or long-term researches to be undertaken by outside organizations, in this way drawing upon the most competent personnel in the field regardless of institutional connection.

It is indispensible that the proposed council should be well staffed as its work gets under way, since the "professional" must develop and carry forward the details of organization and service activity. It must develop and actively extend its point of view in wider and wider reaches of industrial management. This may be done through publicity, discussion and field work supplemented by applied investigation and the interpretation of the results of research and experience wherever found. Although furnishing expert staff assistance and advice, the council by its own structure must recognize that individual management alone can interpret and make effective the detail of any program of control. Executives cannot depend upon outside advice and assistance in the conduct of their own enterprise.

The employment council plan is not suggested with the thought that a decisive instrument can be created to "solve" these problems. The work of the proposed council would demonstrate the limitations upon management as well as its opportunities and its tremendous stake in regularization. Industrial society must approach intelligent control by devious paths, and this proposal is made with the conviction that a more adequate organization of management's thinking and experiment is critically important, whatever its inherent shortcomings.

During the fall plans for organization should be laid before carefully planned conferences of persons strategically chosen as initiators of a national employment council. The financing of an industrial council should in no case require outside assistance since industry is well able to "pay for its own." The interest aroused by the current depression should be capitalized now before popular attention is diverted as business improves and we swing back toward better times and prosperity.

Conceivably the proposed employment council might be closely linked to the existing organizations in the management field. The Taylor Society represents the most progressive wing of the management group. The American Management Association has sponsored and stimulated an active interest in regularization. The Division of Manufactures of the United States Chamber of Commerce proposes to call a representative conference to consider these questions early this fall. The formation of a sufficiently strong independent group committed to a national campaign may be the best means of integrating

and mobilizing the interests of other existing groups.

Committee on Problems of Unemployment, Social Science Research Council

During the past year it has become evident that there is need for a central coordinating and planning agency to aid in developing and guiding the surprising amount of scattered research interest, effort and energy now being devoted to problems of employment and unemployment. On February 21 and 22, 1930, a research conference was held at the invitation of the Social Science Research Council for the purpose of critical discussion of local and regional investigations of unemployment. Following that meeting an informal committee was appointed to investigate the adequacy of existing organizations for the study and control of unemployment. As a result of the activities of the staff and the work of these informal groups the Council's Committee on Problems and Policy authorized the appointment of this committee by the President. This committee will work in close cooperation with the Council staff which keeps in touch with investigations in process, research needs and organization in this and related fields.

It must be recognized that the Council is properly interested in unemployment only as one phase of the broad fundamental problems of industrial stability and economic balance. Through the continuous activity of a small, vigorous committee on unemployment research however it is likely that the Council can effectively direct a good deal of energy into useful and coordinated channels, attempting to relate isolated studies to an integrated program.

The further development and vigorous prosecution of the Social Science Research Council's program for the coordination of scattered local and regional activity is very timely. Literally scores of committees and other groups are now organized and seeking guidance. Most of them are possessed of a good deal of enthusiasm and local influence but they ordinarily lack a pointed and practical program for investigation or experiment. This is amply borne out by reference to the numerous inquiries received by organizations and individuals having expert knowledge or special experience with these problems.

Under the auspices of the unemployment committee and the staff a series of small technical conferences will be held to consider such problems as the following: the measurement of productivity changes and unemployment; techniques and objectives in local unemployment censuses; possibilities for the development of local and national unemployment indexes; techniques and objectives in statistical and case studies among unemployed workers; theoretical implications of industrial stabilization; organizational problems in promoting research and social experiment in relation to unemployment, and job analysis in relation to the operation of employment exchanges. In these cases and in others there is need for sharper definition of research issues. Other conferences and temporary technical committees are planned. In these activities the Council seeks to work in close cooperation with other agencies both private and governmental. The results of conference and special inquiries will be available to those to whom the information will be useful, and the Council through its staff undertakes to make the results of conference effective in terms of the continuing integrated program of its committee.

There is distinct advantage in providing for the coordinating function through an organization such as the Social Science Research Council which is concerned with research in the social sciences along a broad front. The Council's breadth of interest is a guaranty against one-sidedness, while the work of a special unemployment committee insures that continuity of attention to a specific problem which is necessary for accomplishment.

This committee could advantageously have at its disposal a project fund especially earmarked for research in unemployment to be used for the initiation and conduct of needed investigations. Such a fund could be used for major needed investigations which cannot be adequately financed otherwise, for small grants for strategic individual studies, or for direct development work by the committee and staff.

Need for Annual General Conference to Supplement Other Activity

In contrast with the industrial regularization program it may be advisable for local community effort to be left decentralized. The Social Science Research Council and an industrial management council if organized can aid in strengthening the work of local groups which perhaps can be tied in with larger programs. Meanwhile a general conference to represent a wide geographic area and many points of view is clearly needed as a medium for clearance of information, discussion and for the formulation of national programs for action.

Since Swarthmore has expressed willingness to make her facilities available for a conference on unemployment in the fall a general representative conference on unemployment is now being tentatively planned to be held at Swarthmore under the joint auspices of the Council's Committee on Problems on Unemployment, the staff of the new Swarthmore Study on Unemployment and the American Association for Labor Legislation. According to present plans this meeting will be directed chiefly at problems of placement and employment exchanges. The agenda for the conference should allow for full discussion of ways and means for securing continuous activity in arousing the public to the need for and methods of dealing effectively with unemployment. Such meetings should prove helpful in stimulating and directing the work of the many local and regional groups which are attempting to develop a permanent constructive program. The usefulness of this kind of group discussion has been demonstrated by experience with conferences arranged by the Philadelphia group at the University of Pennsylvania on April 30, 1929 and by the Social Science Research Council on February 21 and 22, 1930.

It has been proposed that such a meeting should be held annually and that the possible formation of an association should be considered as a means of providing expert assistance and future interchange of experience in the formulation, extension and practical functioning of such local programs as those set-up for Philadelphia, Cincinnati, Baltimore or Dayton, and such state campaigns as are now being developed in New York and in Wisconsin. In a recent discussion it was definitely recommended that such a national association should be developed, "to be devoted exclusively to the task of carrying on continuous educational and propaganda work along all lines which will help to arouse the public to the need for and methods of dealing effectively with unemployment". A specific function would be "to stimulate, advise with and coordinate the action of the many local and regional committees which are actively interested in a constructive program". It was suggested that such

an association should be open to everyone interested, with membership on an individual basis but with a sliding scale of varying contributions, the title of the organization to carry a positive rather than a merely negative appeal. Devoted exclusively to a program for the prevention of unemployment defined in the broadest sense, such an association should support and extend the work of existing organizations such as the American Association for Labor Legislation, the International Association of Public Employment Services, and the American Association for Old Age Pensions in this field. Of course no move toward new organization should be made until it is clear that an existing body cannot be used to best advantage in accomplishing the ends in view.

An organization not affiliated directly with industrial or research bodies would be free to make resolutions or to set-up propaganda committees as occasion might require. A national unemployment association operating through local groups can deal in straightforward fashion with all phases of the problem, especially with the controversial issues, since its constituency will be drawn from community interests at large in whose education general discussion is important. Such an organization must deal with problems of the labor market in which relief, better placement, regularization schemes, social insurance and the whole gamut of relief problems can be threshed out while definite action along approved lines is actively promoted. Although there will necessarily be representation from industry in the personnel of such a group its work will be quite distinct from that of an industrial employment council specifically devoted to the improvement of management technique. In any industrial district the task of a representative citizens' committee will differ materially from that of an industrial managers' group.

What can be permanently accomplished by local groups alone has not been demonstrated by experience. What form their programs should take is still an open question. Obviously however there are many local problems which need investigation. Whatever the ramifications of its causes, the effects of unemployment are felt locally and it seems important to develop constructive effort in the communities which feel the burden. Local organizations groping for a worth while program will be strengthened by feeling themselves a definite part of a national movement speaking through a national conference. Among other things it is likely that they can lend effective aid during the next few years in developing interest in insurance against unemployment and a vigorous campaign for the establishment and perfection of a nationally coordinated system of employment exchanges, preparing the way through the organization and improvement of local public employment offices.

Cooperative Effort in Stimulating Research

The stimulation of research is a cooperative task. The Committee on Governmental Labor Statistics, the Social Science Research Council and other groups, for example, can cooperate closely in encouraging better labor statistics on a local, regional and national scale, criticizing and developing local employment indexes on an inclusive basis, fostering local unemployment censuses, under-employment statistics, turnover rates, statistics of relief agencies and general business indicators. Special local and regional studies may be proposed and plans for carrying them out developed as occasion and opportunity arise. A national employment council or its equivalent if successfully organized can usefully supplement other agencies in promoting improved fact-finding by urging the kind of employment statistics and record-keeping which yield the most useful information for management in its attempts

to regularize. Recognizing the inadequacy of our present studies of stabilization such a group would be likely to press forward for more penetrating research into the real meaning of regularization and its implications for management. No research has yet attempted to answer squarely such questions as whether regularization in leading concerns merely shifts irregularity to the fringes of the industry or whether levelling out employment in certain industries does not introduce new elements of instability in the general labor market. An employers' group would also aid in finding funds and sponsoring more fundamental investigations into such problems.

SUMMARY

In the foregoing pages no attempt to analyze the causes or remedies of unemployment has been made. After sketching present organization there have been presented in brief outline several definite proposals for the more effective mobilization of effort to understand and deal with unemployment. For research, existing organization is adequate if sufficient funds are forthcoming. The Social Science Research Council through staff, committee and conference should aid in contributing more active scientific leadership in the study of these problems.

The most direct responsibility for control rests jointly upon government and upon industry. The interest of management in industrial regularization should be developed by new organization. The task of propaganda and education, carried on spontaneously by numerous groups and especially by permanent local and regional bodies, should be strengthened by more effective coordination nationally. The work of all groups will be aided and plans for action may be served by the availability of technical assistance through the activities of the Swarthmore group, central clearance and coordination through the Social Science Research Council, and by means of the annual conference which has been suggested.

If adequate financial and cooperative support of these plans is developed, it is believed that progress toward better understanding and control of unemployment will be facilitated and that the work of all existing agencies during the next few years will be strengthened.

Meredith B. Givens

28th August 1930
New York, N. Y.

PART III

PROJECTS AND ORGANIZATIONS CONCERNED WITH THE INVESTIGATION OR CONTROL OF UNEMPLOYMENT

(Preliminary List)

SOCIAL SCIENCE RESEARCH COUNCIL, 230 Park Avenue, New York, N. Y.

Meredith B. Givens, Special Research Secretary

Advisory Committee on Problems of Unemployment undertakes to cooperate with other agencies as a central planning and coordinating research body, working through sub-committees and conferences and with adequate staff assistance.

COMMITTEE ON GOVERNMENTAL LABOR STATISTICS OF AMERICAN STATISTICAL ASSOCIATION

Mary van Kleeck, Chairman; Russell Sage Foundation, 130 East 22nd Street, New York, N. Y.

Bryce M. Stewart, Executive Secretary; Industrial Relations Counselors, 165 Broadway, New York, N. Y.

A primary task of this Committee is the development of standard statistical procedures and the promotion of plans for better labor statistics.

In addition to its local work of cooperating with the New York City Government in the development of an employment index, this Committee in cooperation with Industrial Relations Counselors, Inc., is sponsoring an investigation of public employment office statistics in European countries by Bryce Stewart, Secretary of the Committee. This Committee was organized in 1923.

PERMANENT STUDY OF UNEMPLOYMENT - SWARTHMORE COLLEGE, Swarthmore, Pa.

Paul H. Douglas, Temporary Director

Plans for a permanent study of unemployment at Swarthmore College stress a program of applied research in an attempt to "find ways to reduce the volume of unemployment, to encourage the readjustment of employed workers, and to devise better methods of providing for those who will continue to be unemployed". A director and three staff men are proposed, loosely connected with the College, one to work on stabilization plans, one to work on employment offices, and one to work on the problems of protection. The facilities of the College will be available for conferences.

PRESIDENT'S COMMITTEE ON SOCIAL TRENDS

W. F. Ogburn, Director of Research, Social Science Building, University of Chicago, Chicago, Ill.

In the Spring of 1930 the Scripps Foundation conducted an investigation into the extent of unemployment among middle-aged and older workers for this Committee.

The labor sections under the direction of Dr. Leo Wolman may stress social aspects of unemployment.

COMMITTEE ON RECENT ECONOMIC CHANGES

A. W. Shaw, Chairman, 8 South Michigan Boulevard, Chicago, Ill.

This Committee emerged out of the President's Conference on Unemployment. Following its survey of Recent Economic Changes, the continuing Committee is developing a series of studies of the techniques of economic balance in cooperation with the National Bureau of Economic Research.

PROPOSED STUDY OF RELATION BETWEEN TECHNOLOGY AND UNEMPLOYMENT

Investigation tentatively proposed to be undertaken under the auspices of the President's Conference on Unemployment.

NATIONAL BUREAU OF ECONOMIC RESEARCH, 51 Madison Avenue, New York, N. Y.

Wesley C. Mitchell and Edwin F. Gay, Directors of Research
Pierce Williams, Executive Director

Public Works and Unemployment--investigation completed by Leo Wolman, at request of President's Committee on Recent Economic Changes.
Seasonal Factors in Business Activity--studies under way, under direction of Simon Kuznets.
Mechanization and Immigration--studies substantially completed by Harry Jerome, throwing light on productivity changes and technological factors in unemployment.
The Measurement of Unemployment--investigation in process, under direction of Meredith B. Givens.

CHAMBER OF COMMERCE OF THE UNITED STATES, Washington, D. C.

E. W. McCullough, Secretary, Department of Manufactures

The Department of Manufactures of the national Chamber proposes to call a representative conference in the early fall to consider problems of regularization. The Department is interested in discovering the

extent of present researches and in the elimination of duplication in studies sending schedules to manufacturers. It endeavors to interpret the results of research in these fields to its constituency. The Chamber is closely identified with the temporary National Business Survey Conference.

NATIONAL ASSOCIATION OF MANUFACTURERS, 11 West 42nd Street, New York, N. Y.

Noel Sargent, Manager of Industrial Relations Department

This organization is interested in management problems generally. Recently it has been especially concerned with the question of the employment of older workers. In the winter of 1929-1930 it conducted an investigation on this question, and is at present engaged in a campaign to foster private pension plans rather than public insurance.

AMERICAN MANAGEMENT ASSOCIATION, 20 Vesey Street, New York, N. Y.

W. J. Donald, Managing Director

The Association furnishes a useful channel for discussion. It has sponsored a national survey of management methods of regularization and has stimulated active interest in the subject.

THE TAYLOR SOCIETY, 29 West 39th Street, New York, N. Y.

Harlow S. Person, Managing Director

The Society, representing the progressive wing of management, is devoted to the study and promotion of scientific methods of management and is interested in problems of regularization.

NATIONAL INDUSTRIAL CONFERENCE BOARD, 247 Park Avenue, New York, N. Y.

Magnus Alexander, President

This organization is interested in management's responsibility for avoiding the wastes of intermittent operation and the distress which irregular employment causes among workers. It conducted an investigation in 1929-1930, the results of which are published in the Conference Board Series under the title "Lay-Off and Its Prevention".

AMERICAN ASSOCIATION FOR LABOR LEGISLATION, 131 East 23rd Street, New York, N. Y.

John B. Andrews, Executive Secretary

Since its organization this Association has conducted a campaign of education and propaganda for legislation in this field.

STABLE MONEY ASSOCIATION, 104 Fifth Avenue, New York, N. Y.

Norman W. Lombard, Executive Vice President

The work of the Stable Money Association is to stimulate investigation and discussion of price stabilization as an essential step toward industrial stabilization.

COMMITTEE TO STUDY METHODS OF REDUCING SEASONAL BUSINESS SLUMPS

Edwin S. Smith, Director of Research, 426 Washington Street, Boston, Mass.

Critical survey of regularization technique through questionnaire and interview among four hundred firms sponsored by a committee of business men consisting of A. Lincoln Filene, Henry S. Dennison, John H. Fahey, Henry P. Kendall, J. Franklin McElwain. The committee became active during the winter of 1930.

INDUSTRIAL RELATIONS COUNSELORS, 165 Broadway, New York, N. Y.

Arthur H. Young, Secretary
Bryce M. Stewart, Director of Research

Among the research projects of this organization are studies of unemployment insurance, including analysis of plans in operation in various countries, and a study of industrial and trade union pensions in the United States and Canada.
Industrial Relations Counselors are in touch with regularization problems in individual concerns.

RUSSELL SAGE FOUNDATION, 130 East 22nd Street, New York, N. Y.

Ralph G. Hurlin, Director of Department of Statistics
Mary van Kleeck, Director of Department of Industrial Studies

Comprehensive statistics of relief are compiled by Department of Statistics. Current work is not directly related to unemployment, but materials and experience in Department bear important relation to the extent and fluctuations of unemployment. The program of the Division of Industrial Studies touches this field also.

ASSOCIATION FOR THE IMPROVEMENT OF THE CONDITION OF THE POOR, 105 East 22nd Street, New York, N. Y.

Bailey Burritt, Director

The Committee on the Permanent Aspects of Unemployment prepared a Memorandum in the spring of 1930 which states that its purpose is to "give succintly a factual background on what is being done in this country to regularize employment". This Committee and the Board of the Association are tentatively canvassing opportunities for the development of a permanent program for the prevention of unemployment locally and nationally.

NATIONAL FEDERATION OF SETTLEMENTS

Helen Hall, Chairman of Unemployment Executive Committee, University Settlement, 2601 Lombard Street, Philadelphia, Pa.

Case study of three hundred unemployed workers will be published by the Industrial Research Department of the Wharton School, University of Pennsylvania. The Federation is considering a study of people thrown out of work by closing of a mill in Philadelphia.

CHARITY ORGANIZATION SOCIETY, 105 East 22nd Street, New York, N. Y.

Charlotte Carr, Industrial Consultant

Statistical study by means of questionnaires and interviews covering individual cases among unemployed on charity lists from January 15 through May 1, 1930.

UNIVERSITY OF PENNSYLVANIA - DEPARTMENT OF INDUSTRIAL RESEARCH, WHARTON SCHOOL OF COMMERCE AND FINANCE

Joseph H. Willits, Director of Research

The Department is developing a comprehensive long-term program of local research. New financing has recently become available for the program which is to be closely related to the work of the local Institute for Regularization and to the current statistical research of the Federal Reserve Bank of Philadelphia. (see under Philadelphia, below.)

INSTITUTE OF HUMAN RELATIONS - YALE UNIVERSITY, 74 Park Street, New Haven, Conn.

Mark May, Executive Secretary
Ewan Clague, Investigator

The Institute is making a survey of unemployment and the economic effects of permanent lay-offs by a large industrial concern which has discontinued operations in New Haven and Hartford.
The Institute is also making a study of a civic program in Bridgeport for providing work for unemployed in that city.

NEW YORK STATE

Governor's Committee on Stabilization of Employment, 124 East 28th Street, New York, N. Y.

Henry Bruere, Chairman
Mrs. William T. Earle, Jr., Secretary

This Committee is canvassing and developing plans for industrial stabilization and prevention of unemployment in close cooperation with the New York State Department of Labor. The purpose of the

Committee is to "assist the employers of this State in a gradual progress toward stabilization based on authentic American business experience and rising out of and adapted to their own local industrial problems". The committee was organized early in 1930.

State Advisory Committee on Employment Problems

F. A. Silcox, Chairman
Mary LaDame, Investigator, Welfare Council, 151 Fifth Avenue, New York, N. Y.

The Committee appointed by the State Industrial Commissioner has sponsored a detailed investigation of the state employment service and typical city offices, upon the basis of which concrete proposals for improvement are being pressed forward. The investigation was completed near the close of 1929.

Bureau of Municipal Research, 261 Broadway, New York, N. Y.

Luther Gulick, Director of Research

This Bureau in cooperation with the State Commission on Old Age Security is making a survey of unemployment of older workers in New York State.

Rochester

Civic Committee on Unemployment, 28 Spring Street, Rochester, N. Y.

S. Park Harman, Executive Secretary

This committee is organized after the Cincinnati model with subcommittees on fact-finding, stabilization of employment, construction reserve, temporary employment, relief, vocational guidance and training, and public information. Activity started in March 1930, and the permanent quarters of the unemployment committee were set up early in April.

The Women's Bureau is planning an extensive survey of employment in Rochester, to begin in the fall of 1930.

Buffalo

Buffalo Council of Social Agencies, 63 Niagara Street, Buffalo, N. Y.

David C. Adie, Executive Secretary

A Committee of the Social Agencies is planning an unemployment study.

A local census of unemployment was taken in Buffalo, November 1929, probably to be repeated at intervals by the State Department of Labor in cooperation with local organizations.

Local committees on unemployment have been organized in Utica and in other cities in the State.

PENNSYLVANIA

Philadelphia

Committee on Regularization of Employment and the Decrease of Unemployment

Morris E. Leeds, Chairman, 4901 Stenton Avenue, Philadelphia, Pa.

This program has been developed following the report of a sub-committee on unemployment to the Industrial Relations Committee of the Philadelphia Chamber of Commerce. The program is intended to closely unite the interests of local groups in unemployment. Functions to be developed in the Philadelphia program are stated as follows:

1. Maintenance of an institute for the regularization of employment
2. Improvement of the system of connecting jobs with workers in the Philadelphia district
3. Prosperity reserves of public works
4. Study of the relation between vocational training and vocational guidance in the public schools and unemployment
5. Cooperation with all agencies that are engaged in research projects which relate to unemployment, broken employment, and the regularization of industry
6. A permanent committee charged with general responsibility for putting the plan into effect

Department of Industrial Research, Wharton School of Finance and Commerce, University of Pennsylvania, Philadelphia, Pa.

Joseph H. Willits, Director of Research

The Wharton School of Finance and Commerce has embarked on a series of unemployment studies directed by Professor Joseph H. Willits. The projects include studies of irregularity in the foundry, ship-building and longshore industry as well as in agriculture in the eastern Pennsylvania region. Studies are also to be made of the social effects of unemployment, of public works, of the local savings and credit situation, and of public employment bureaus. An attempt is being made to link between current indicators of employment and building activity and the periodical local block censuses of unemployment.

A local census of unemployment was taken in 1929 and again in 1930 by the Bureau of Compulsory Education in cooperation with Wharton School of Finance and Commerce, with Professor J. Frederic Dewhurst in charge.

Pittsburgh

Bureau of Business Research, University of Pittsburgh, Pittsburgh, Pa.

Ralph J. Watkins, Director

Studies of employment in the Pittsburgh region will include the development of employment indexes for non-manufacturing lines, and the improvement of existing indexes.

Local Committee on Unemployment

Francis D. Tyson, Department of Economics, University of Pittsburgh, Pittsburgh, Pa.

Local committees on unemployment are in the early stages of development. At present the research and statistical committee of the Chamber of Commerce and a committee of social agencies are at work under the same chairman and in more or less close connection with the Bureau of Business Research at the University which is undertaking statistical studies of employment and unemployment locally.

OHIO

Temporary State Committee on Employment

Fred C. Croxton, Special Assistant in Department of Industrial Relations, Columbus, Ohio

This committee consisting of representatives of labor, agricultural, banking, manufacturing, and distributing interests was organized to form temporary county committees on employment which, in turn, were to stimulate private industries, and promote and speed up public works. Part of the proposed program for dealing with unemployment is a Permanent Committee on Unemployment Statistics and Irregularity of Employment. There has been no attempt to make permanent the scattered emergency committees organized early in 1930.

Cincinnati

Permanent Committee on Stabilization of Employment

Fred H. Hoehler, Department of Public Welfare, Room 230, City Hall, Cincinnati, Ohio

Appointed prior to the depression by the then City Manager, C. O. Sherrill, this committee functions through ten subcommittees on: employment offices, continuous employment, temporary employment, public works, private agencies, budget and finance, state and national cooperation, transients, fact-finding, publicity, and education. Representation from the Department of Economics of the University of Cincinnati is influential on the sub-committee on fact-finding and regularization. An interesting activity of the Cincinnati committee has been regular broadcasting of radio talks on unemployment.

A local census of unemployment has been taken by the Department of Public Welfare in cooperation with the Board of Education in 1929 and 1930.

Dayton

Community Program for Employment Regularization

Arch Mandel, Dayton Bureau of Community Service, Fifth and Ludlow Streets, Dayton, Ohio

This program is developed by a civic committee working with the Dayton Industrial Association which maintains close contact with Dayton industrial concerns and which is equipped with machinery for statistical work and for technical advice to local firms. The community committee represents the various groups at interest as in the case of Cincinnati and Philadelphia. The committee plans to have an unemployment census taken by truant officers. This committee was organized in the fall of 1929.

Cleveland

Harvey A. Wooster, Oberlin College, Cleveland, Ohio

Professor Wooster is working in cooperation with local organizations in Cleveland. The objectives of his study are: (1) to study all available data relating to recent employment and unemployment in the city and its immediate vicinity; (2) to study the relation of such data to the seasonal and cyclical fluctuations of local business with reference to population trends and to technological changes; (3) to analyze the local labor market in search of possibilities of shifting particular types of labor from industry to industry; (4) to estimate the cost of unemployment during the recent months; (5) to suggest a plan for the coordination of local activities for minimizing local unemployment in the future; and (6) to raise questions concerning the proper handling of unpreventable unemployment in Cleveland. A proposal for a civic committee on unemployment in Cleveland was abandoned after the organization of the National Business Survey Conference last fall.

Columbus

Plans are tentatively under way for the reestablishment of the local unemployment census taken annually in Columbus from 1921-1925.

INDIANA

Indianapolis

Commission for Stabilization of Employment, Chamber of Commerce Building, Indianapolis, Ind.

William H. Book, Secretary
Edwin I. Kunst, Manager of Indianapolis Division of Bureau of Business Research of Indiana University, Bloomington, Ind.

Organized as a permanent commission, this group announces subcommittees on: fact-finding, cooperation of social agencies,

coordination of employment agencies, cooperation of employers, and budgets and finance. This commission has undertaken in an elementary way to develop employment indexes for Indianapolis. This venture has recently been turned over to the Indiana University Bureau of Business Research. The Indianapolis Foundation has subsidized a local employment office for a number of years. The commission was organized early in February 1930.

Bloomington

Thomas W. Rogers, School of Commerce and Finance, Indiana University, Bloomington, Ind.

In cooperation with the Bloomington Free Employment Bureau and the Business and Professional Women's Club, the Department of Economics and the School of Commerce and Finance of Indiana University have conducted an unemployment survey for the purpose of determining the number of unemployed in greater Bloomington. The questionnaire-interview method was used and the enumeration was done by students of the Department of Economics and the College of Commerce and Finance. Every home in the city was visited. The survey was conducted in February 1930.

ILLINOIS

Chicago

Benjamin M. Squires, Trade Board of Men's Clothing Industry, 223 West Jackson Boulevard, Chicago, Ill.

The interests of various civic groups are being unified under the leadership of Dr. Squires, Chairman of the Trade Board of the Men's Clothing Industry and Chairman of the Advisory Committee of the State Department of Labor. One part of this program is a study of the public employment offices by a seminar group at the University of Chicago, in cooperation with committees of the Council of Social Agencies and the Advisory Board of Illinois Free Employment Offices.

Urbana and Champaign

Labor Survey Committee

Edward Berman, Chief Investigator, care of University of Illinois, Urbana, Ill.

A survey of the kind and quantity of labor and amount of unemployment in Champaign and Urbana is being made under the general direction of a Labor Survey Committee representing the officials of the two cities, the Urbana Association of Commerce, the Champaign Chamber of Commerce, the Family Welfare Society, the Twin City Federation of Labor, the newspapers and the business men of the community. The survey has been conducted by university students to ascertain unemployment and part-time employment.

MINNESOTA

Northwest Employment Stabilization Institute

William H. Stead, Department of Economics, University of Minnesota, Minneapolis, Minn.

Composed of three permanent independent employment stabilization committees in Minneapolis, St. Paul and Duluth and closely linked with research staff at University of Minnesota and the Federal Reserve Bank of Minneapolis. On the basis of surveys in each of the cities inclusive employment indexes are being built up concerning non-manufacturing as well as in manufacturing lines.

Plans for the stimulation of interest in stabilization are under way. A motion has been before the Minneapolis City Council to appropriate $10,000 to establish an unemployment commission.

NEBRASKA

Lincoln

Mayors Commission on Stabilization of Employment

Louis W. Horne, Executive Secretary, Lincoln Community Chest, Lincoln, Neb.

This Commission has undertaken a survey of regularization of employment, extending over a period of three years, with the technical assistance from the staff of the University of Nebraska.

Omaha

A local unemployment committee has been formed.

WISCONSIN

Permanent State Committee on Unemployment

Don D. Lescohier, Executive Secretary, care of the Industrial Commission, State Capital, Madison, Wis.

Following a conference under the auspices of the Industrial Commission Governor Kohler proposed a permanent state committee, and appointed the members early in the summer. The executive committee consists of Governor Kohler, chairman; F. H. Clausen, vice-chairman; Henry Ohl, Jr., Professor Lescohier, and Fred M. Wilcox. There are sub-committees on employment offices and employment statistics, on public and private construction, on regularization of employment and on unemployment relief.

Milwaukee

Milwaukee Public Employment Office, Citizens' Committee

Harry A. Lippert, Secretary, Milwaukee Public Employment Office, Milwaukee, Wis.

Don D. Lescohier, Executive Secretary of the State Committee on Unemployment is making a study of the work of this agency.

Madison

Local Unemployment Committee

John Icke, Secretary, 119 East Washington Street, Madison, Wis.

MICHIGAN

Study of Labor Placement Agencies in Michigan, especially in Detroit

William G. Haber, Michigan State College, Detroit, Mich.

Professor Haber has received a grant-in-aid from the Social Science Research Council. The study is centering in Detroit, but will be statewide. The purpose of this study is to determine the efficiency of the present organization of the labor market, discover the methods under which the various types of agencies operate, the effectiveness of the regulatory legislation, and the soundness of the proposed centralization of activities of all employment bureaus.

Detroit

Committee on Unemployment

Judge Frank Murphy, General Chairman

After a public meeting was held by the Common Council a committee of five of the stronger members of the Council was appointed to consider the unemployment problem. These met with another group representing the employers association and social workers. As a result of these deliberations a Committee of Fifteen including five representatives of the employers association, five of the Common Council and five representing other groups, such as social workers, labor, etc., has been appointed. Five or six sub-committees have already been appointed; all committee chairmen are to hold initial meetings of their groups in preparation for a general meeting of all the committees in August.

Lansing

Permanent committee is urged locally

MARYLAND

Baltimore

Employment Stabilization Commission, City Hall, Baltimore, Md.

Harry H. Sachs, Executive Secretary

Mayor Broening appointed a commission to investigate the problem of "what to do about unemployment". This Commission reported that an industrial center like Baltimore "should set itself at once to the task of stabilizing employment by the creation for this purpose of an agency, properly organized and supported", the Director to have "ability, attainments and personality comparable to those of a professor of economics in our best universities combined with practical experience in handling problems such as his office would require him to face". A committeee was appointed in May 1930 to organize this Permanent Commission and it has named the following sub-committees: Committee on Cooperation with Community Agencies, Committee on Research in Foreign Correlated Fields, Stabilization Research in Foreign Correlated Fields, Stabilization Research Committee, Committee on Cooperation with and expansion of existing Municipal Bureau.

MASSACHUSETTS

Boston

Women's Educational and Industrial Union, 264 Bolston Street, Boston, Mass.

Lucile Eaves, Director of Research

Several studies of the relation between relief and dependency have been made by Fellows of the Women's Educational and Industrial Union during 1929, and 1930 under the direction of Dr. Eaves with the cooperation of family relief agencies.

Local Unemployment Committee

Ben M. Selekman, Associated Jewish Philanthropies, 333 Washington Street, Boston, Mass.

Under the chairmanship of Ben M. Selekman an unemployment committee has been developed by the Social Agencies of Boston.

Employment Study of the Pacific Coast Region

Commonwealth Club of San Francisco, 345 Sutter Street, San Francisco, Cal.

The Club proposes to sponsor an employment survey of the Pacific Coast Region, providing extensive financial support locally.

OREGON

Survey of the State of Oregon

Philip A. Parsons, Chairman of Survey Committee, University of Oregon, Eugene, Ore.

This survey is projected by the University of Oregon, which has obtained promises of cooperation from a number of statewide associations representing various interests. One section of the survey is planned to deal with "The Unemployment Situation in Oregon and Remedial Measures, Public Construction, Labor Bureaus, etc." Provision is made in the budget for a research worker for one year with allowance for travel.

NORTH CAROLINA

Plans for labor statistics within the state are being developed by Governor Gardner's administration.

MISCELLANEOUS LOCAL COMMITTEES

Local committees interested in the reduction of unemployment are reported in the following communities, not mentioned above:

Albany, N. Y.
Atlanta, Ga.
Auburn, N. Y.
Bridgeport, Conn.
Burlington, N. C.
Chattanooga, Tenn.
Corvallis, Ore.
Des Moines, Iowa
East Orange, N. J.
Evanston, Ill.
Flint, Mich.
Greensboro, N. C.
Hartford, Conn.
Jersey City, N. J.
Kenosha, Wis.
Las Vegas, Nev.
Long Beach, Cal.
Massillon, Ohio
Mitchell, S. D.
Moline, Ill.
Muskegon, Mich.
Newark, Ohio
New Philadelphia, Ohio
North Tonawanda, N. Y.
Oleon, N. Y.
Pittsfield, Mass.
Providence, R. I.
Paterson, N. J.
Pratt, Kansas
Racine, Wis.
Richmond, Va.
Roanoke, Va.
Salt Lake City, Utah
Sioux City, Iowa
St. Louis, Mo.
Tulsa, Okla.
Tyler, Texas
Utica, N. Y.
Wilmington, Del.
Worcester, Mass.

FEDERAL GOVERNMENT STUDIES

Women's Bureau, of United States Department of Labor, Washington, D. C.

Mary Anderson, Director

Special funds have been appropriated for studies of industries in which technological changes have displaced workers. The first extensive study has been in the tobacco industry.

The Bureau plans an extensive study of employment in Rochester to begin in the fall of 1930.

Bureau of Labor Statistics of United States Department of Labor, Washington, D. C.

Ethelbert Stewart, Commissioner

The passage of the Wagner Bill places new obligations upon the Bureau for better measurement of employment and unemployment, although no new funds have been made available for this work. Further studies of labor productivity are planned.

MISCELLANEOUS

University Bureaus of Business Research

Reference has been made above to several University Bureaus of Business Research. Special studies of the employment cycle are being conducted at the College of the City of New York under the direction of Dr. Ernest S. Bradford. The Ohio State Bureau of Business Research is producing important material in this field. Other bureaus are making local studies.

National Unemployment League, 420 Madison Avenue, New York, N. Y.

Darwin J. Meserole, President

A propagandist organization devoted to agitation for the prevention of unemployment

Conference for Progressive Labor Action, 104 Fifth Avenue, New York, N. Y.

Louis F. Budenz, Executive Secretary

A national campaign for unemployment insurance is under way under the direction of Louis Budenz.

League for Independent Political Action, 52 Vanderbilt Avenue, New York, N. Y.

John Dewey, Chairman of Executive Committee
Howard Y. Williams, Executive Secretary

The League stresses the prevention of unemployment as a national political issue.

The People's Lobby, Machinists' Building, Washington, D. C.

Benjamin C. Marsh, Secretary

The prevention of unemployment is one of the planks in the progressive platform of this organization.

Unemployment Insurance League (Michigan), 628 Penobscot Building, Detroit, Mich.

Harry Slavin, Chairman of the Executive Committee

This League was organized in April of 1930. It has procured 25,000 signatures to a petition for an amendment to the Michigan State Constitution providing for an unemployment insurance fund.

CENSUSES OF UNEMPLOYMENT

Federal Census of Unemployment in Connection with 1930 Census of Occupations

Local Censuses of Unemployment

Columbus--Census taken for five consecutive years, 1921-1925, under supervision of Frederick E. Croxton. Plans under way for recontinuance.

Baltimore--Census under supervision of Maryland State Commissioner of Labor Statistics, taken by Baltimore Police Department in 1928, 1929, 1930.

Philadelphia--Sample block census. Taken by Bureau of Compulsory Education, in cooperation with Wharton School of Commerce and Finance in 1929 and 1930; to be repeated at intervals.

Cincinnati--Census taken by Department of Public Welfare with Board of Education, in 1929 and 1930.

Buffalo--Census of unemployment under supervision of local organizations cooperating with Department of Labor, State of New York. Uniform with Columbus survey. To be repeated parallel with surveys in other New York State cities according to plans of Department of Labor.

Urbana and Champaign--Census taken by Department of Economics, University of Illinois, in cooperation with local civic committee, which is making general labor and employment survey,

Bloomington--Survey made by College of Commerce and Finance, Indiana University.

Dayton--Census planned to be taken by Truant Officers under supervision of Committee for Stabilization of Employment and Study of Unemployment.

Pittsburgh--Census planned to be taken by Truant Officers under supervision of Bureau of Business Research, University of Pittsburgh.

Other cities are tentatively planning such surveys.

THE FOLLOWING ITEMS HAVE BEEN LISTED TOO LATE FOR PROPER CLASSIFICATION ABOVE

The Preventive Aspects of Unemployment Insurance

Edison L. Bowers, Assistant Professor of Economics, Ohio State University, Columbus, Ohio

Under a Fellowship from the Social Science Research Council, Professor Bowers is making a study of the preventive aspects of unemployment insurance. His plans for investigation provide for:

1. An examination of the preventive aspects of unemployment insurance as reflected in the attempts of various states to pass unemployment insurance bills.
2. An examination of the preventive aspects of unemployment insurance in private companies in the United States.
3. A study of the English, German, and French systems, and a re-examination of the United States situation in the light of the European experience

St. Louis Provident Association, 2221 Locust Street, St. Louis, Mo.

E. G. Steger, Secretary and General Manager

During 1929 the St. Louis Provident Association kept a record of all unemployed persons in its major care case load to gain an idea of the extent of unemployment, and of seasonal fluctuations of employment in St. Louis. The count is to be repeated for 1930.

Department of Social and Political Science, Brown University, Providence, R. I.

Harold A. Phelps, Professor of Political Science

Under the direction of Professor Phelps, the Department of Social and Political Science of Brown University is making an analysis of all the unemployed cases on the books of the Providence Family Welfare Society from January 1928 through June 1930 inclusive. The purpose of the analysis is to determine the factors which would account for dependency accompanied by unemployment as opposed to other forms of dependency.

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